

BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA

JOHN BAEDARO,
Charging Party

HRB CASE NO. 0131016474

-v-

FINAL AGENCY DECISION

GLACIER PARK, INC./VIAD
CORPORATION,
Respondent

Charging Party, John Baedaro (Baedaro), filed a complaint with the Department of Labor and Industry (Department) alleging discrimination in employment on the basis of sex and retaliation. Following an informal investigation, the Department determined that a preponderance of the evidence did not support Baedaro's allegations that Respondent, Glacier Park, Inc./VIAD Corporation, discriminated against Baedaro. The Department issued a Notice of Dismissal. Baedaro filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on May 13, 2014. No oral argument was requested for this hearing.

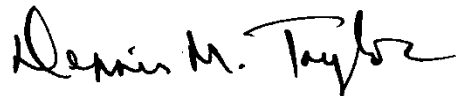
The Commission reviews a decision of the Department to dismiss a complaint using an abuse of discretion standard. *Section 49-2-511(2), MCA*. After careful consideration, the Commission concludes the determination of the Department to dismiss the complaint in this case is not an abuse of discretion. The objection is therefore overruled.

If a charging party chooses to commence a civil action in district court, the charging party has 90 days after the date this order is issued to file a complaint in district court, in the district where the alleged violation occurred, and seek appropriate relief. *Section 49-2-511(3)(a), MCA*. If a charging party fails to commence a civil action within 90 days, the claims are time barred. *Id.*

Alternatively, a party may ask a district court to review the decision of the Commission to affirm the dismissal of a complaint. *Sections 2-4-702 and 49-2-511(3)(b), MCA.* This review must be requested within 30 days of the date of this order. A party must promptly serve copies of a petition for judicial review upon the Human Rights Commission and all parties of record. *Section 2-4-702(2), MCA.*

IT IS HEREBY ORDERED, that John Baedaro's objection is **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against Glacier Park, Inc./VIAD Corporation.

DATED this 15th day of May, 2014.

A handwritten signature in black ink, reading "Dennis M. Taylor". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Dennis M. Taylor, Chair
Human Rights Commission

CERTIFICATE OF SERVICE

The undersigned secretary for the Human Rights Commission certifies that a true and correct copy of the foregoing ORDER was mailed to the following by U.S. Mail, postage prepaid, on this 15th day of May, 2014.

JOHN BAEDARO
1360 GREAT HUNTER DRIVE
GROVE CITY, OH 43123

JON MASSIMINO
VIAD CORP.
1850 N. CENTRAL AVE. #1900
PHOENIX, AZ 85004

A handwritten signature in cursive script that reads "Annah Smith".

Annah Smith, Legal Secretary
Montana Human Rights Bureau